

Trust in our school

A 10-minute staff check

Anonymous. Answer each statement from 1 (strongly disagree) to 5 (strongly agree).

SCALE

Circle one number per statement

1	2	3	4	5
Strongly disagree	Disagree	Neutral	Agree	Strongly agree

01

Care

- 1 I believe leadership has my best interests in mind, even when decisions are hard.

1	2	3	4	5
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- 2 Someone in leadership has noticed something specific I did this term.

1	2	3	4	5
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02

Honesty

- 3 When something goes wrong, leadership says so openly.

1	2	3	4	5
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- 4 I believe what I am told in staff meetings.

1	2	3	4	5
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03

Openness

- 5 I know the reasons behind the main decisions made this year.

1	2	3	4	5
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- 6 I can question a decision without worrying about how it will be seen.

1	2	3	4	5
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04

Reliability

- 7 When leadership says something will happen, it happens.

1	2	3	4	5
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- 8 Decisions are not quietly reversed without explanation.

1	2	3	4	5
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05

Competence

9 I trust that leadership makes well-informed decisions.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

10 Problems I raise are followed up.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

06

Small data

11 People in meetings say what they really think.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

12 Colleagues who have gone quiet are noticed and asked about.

☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5

IN YOUR WORDS

Three open questions

A

What is one moment this year when you felt trusted?

B

What is one thing that makes it harder to speak openly here?

C

If you could see the reasons behind one decision, which one would it be?

FOR THE HEAD

How to use it

Look at the gaps before the averages. The lowest two sections tell you where to act first. Section 06 often shows what the other sections miss. Share the results with staff, name one thing you will change, and run it again in six months. **That last step is what builds the trust.**